

LEARNING & DEVELOPMENT NEWS

AUGUST 2025

This month, we're spotlighting feedback—how we give it, receive it, and use it to improve. Thoughtful feedback is a key driver of growth and a vital part of the evaluation process.

People-Centered Performance Management — Part 3

Giving and Receiving Feedback

For staff, feedback is a gift—listen, reflect, and apply it. For leaders, it's about creating a safe space and delivering feedback that recognizes successes and inspires.

Staff Tips:

- **Be Open:** Stay curious, not defensive.
- **Listen Actively:** Focus and confirm understanding.
- **Act on Feedback:** Turn insights into change.

Bonus Resources & Tools:

- [Asking for and Responding to Feedback](#)
- [Receiving Feedback Effectively](#)

People-leaders Tips:

- **Give Clear, Constructive Feedback:** Focus on behaviors, not personalities.
- **Build a Trusting Environment:** Encourage openness and psychological safety.
- **Support Growth and Motivation:** Use feedback to guide development.

Bonus Resources & Tools:

- [Giving Effective Feedback](#)
- [Preparing to Give Feedback](#)
- [Strategies for Providing Feedback as a Manager](#)
- [SBI Feedback Model](#)

Part 4 Coming Next Month: Setting Performance and Development Goals

To learn more, check out the following programs:

Performance Evaluation: Planning and Conversations for Managers*

Intended for Managers with at least 1 direct report

- August 12 | 1 to 3 p.m. | MT-419A
- August 28 | 10:30 to 12 p.m. | ZOOM
- September 9 | 1:30 to 3 p.m. | ZOOM

Performance Evaluation: Staff Making the Most of Your Review*

Intended for all Staff

- August 27 | 1 to 3 p.m. | MT-419A
- September 4 | 10 to 11:30 a.m. | ZOOM

Feedback for Impact

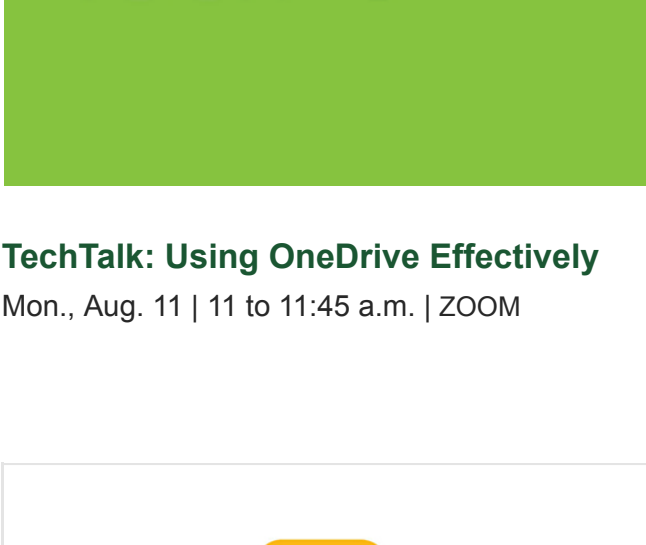
Intended for all Staff

- August 20 | 10 a.m. to 12 p.m. | MT-419A
- August 21 | 1 to 2:30 p.m. | ZOOM
- September 16 | 1 to 2:30 p.m. | ZOOM

For more tools, on-demand learning, and information on LinkedIn Learning's AI Role play feature, visit the **Performance Management Performance Toolkit**.

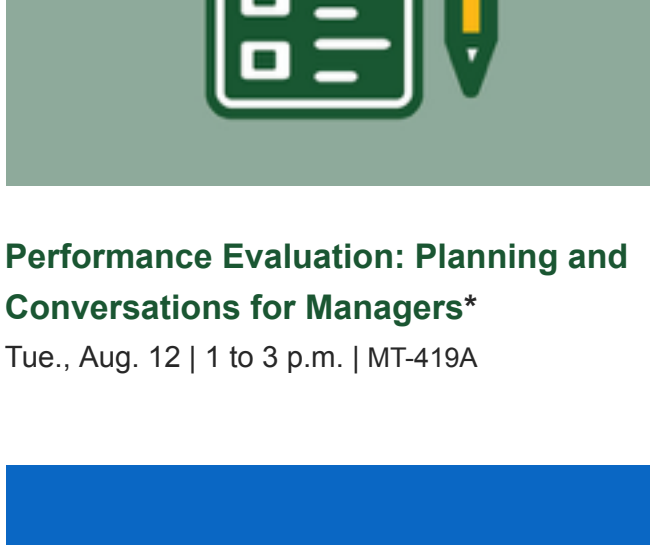
Performance Toolkit

August LearnDev Program Calendar



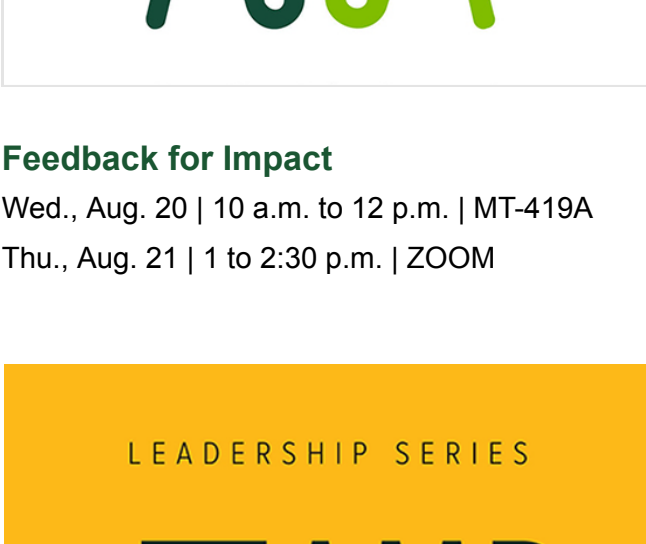
TechTalk: Using OneDrive Effectively

Mon., Aug. 11 | 11 to 11:45 a.m. | ZOOM



Performance Evaluation: Planning and Conversations for Managers*

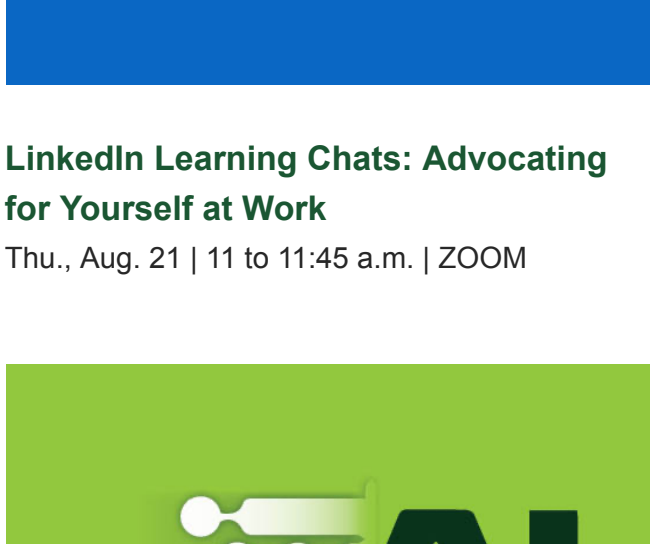
Tue., Aug. 12 | 1 to 3 p.m. | MT-419A



Feedback for Impact

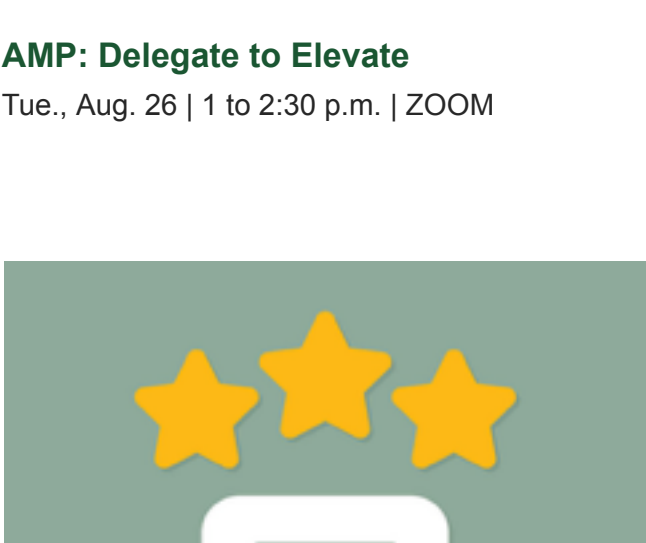
Wed., Aug. 20 | 10 a.m. to 12 p.m. | MT-419A

Thu., Aug. 21 | 1 to 2:30 p.m. | ZOOM



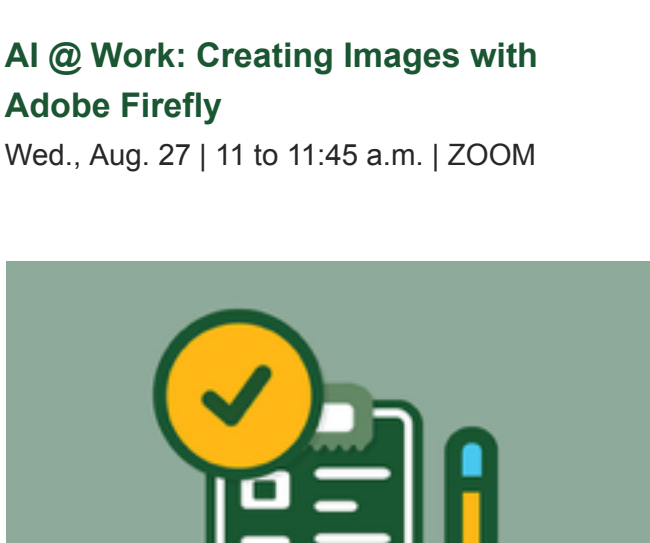
LinkedIn Learning Chats: Advocating for Yourself at Work

Thu., Aug. 21 | 11 to 11:45 a.m. | ZOOM



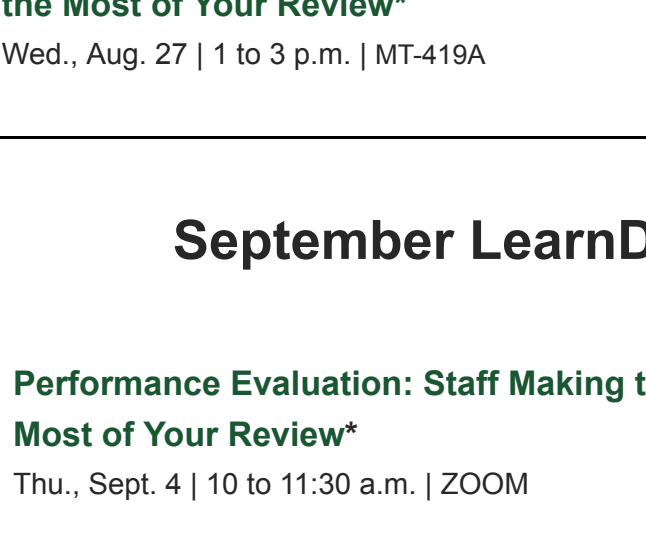
AMP: Delegate to Elevate

Tue., Aug. 26 | 1 to 2:30 p.m. | ZOOM



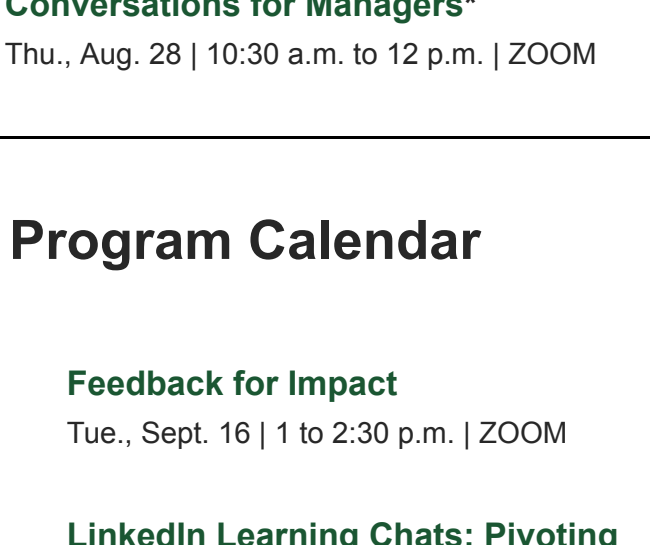
AI @ Work: Creating Images with Adobe Firefly

Wed., Aug. 27 | 11 to 11:45 a.m. | ZOOM



Performance Evaluation: Staff Making the Most of Your Review*

Wed., Aug. 27 | 1 to 3 p.m. | MT-419A



Performance Evaluation: Planning and Conversations for Managers*

Thu., Aug. 28 | 10:30 a.m. to 12 p.m. | ZOOM

September LearnDev Program Calendar

Performance Evaluation: Staff Making the Most of Your Review*

Thu., Sept. 4 | 10 to 11:30 a.m. | ZOOM

StrengthsFinder

Thu., Sept. 4 | 2 to 4 p.m. | MT-419A

TechTalk: Using Sharepoint Effectively

Mon., Sept. 8 | 11 to 11:45 a.m. | ZOOM

Performance Evaluation: Planning and Conversations for Managers*

Tue., Sept. 9 | 1:30 to 3 p.m. | ZOOM

Taking Charge of Your Career: Influential Communication & Career Conversations

Tue., Sept. 9 | 11 a.m. to 12 p.m. | ZOOM

UAB Journaling Club: Journaling for Anxiety

Wed., Sept. 10 | 11 a.m. to 12 p.m. | ZOOM

Multigenerational Workforce

Wed., Sept. 10 | 1:30 to 3:30 p.m. | MT-419A

Learning from Leaders: Amy Hutson Chatham, Ph.D, MSPH

Thu., Sept. 11 | 11 a.m. to 12 p.m. | ZOOM

Shifting to Leader Ready

Fri., Sept. 12 | 9 to 11 a.m. | MT-419A

UAB Shared Values: Collaboration - Robin Lucas & Timothy Sherrer

Tue., Sept. 16 | 11 a.m. to 12:00 p.m. | ZOOM

Feedback for Impact

Tue., Sept. 16 | 1 to 2:30 p.m. | ZOOM

LinkedIn Learning Chats: Pivoting for Impact Within Your Current Role

Thu., Sept. 18 | 11 to 11:45 a.m. | ZOOM

AMP: Engage to Excel

Thu., Sept. 18 | 1 to 2:30 p.m. | ZOOM

Emotional Intelligence

Mon., Sept. 22 | 1:30 to 3:30 p.m. | MT-419A

Understanding Your True Colors

Tue., Sept. 23 | 10 a.m. to 12 p.m. | MT-419A

AI @ Work: Copilot for Calculations, Coding and Formulas

Wed., Sept. 24 | 11 to 11:45 a.m. | ZOOM

Lean into Leadership (2-Day Event!)

Wed., Sept. 24 | 1 to 3:30 p.m. | MT-419A

Thu., Sept. 25 | 9 a.m. to 12 p.m. | MT-419A

Psychological Safety

Tue., Sept. 30 | 1 to 3 p.m. | MT-419A

Learn to Win

Starts Soon, Stay Tuned!

*The **Planning and Conversations for Managers** and the **Staff Making the Most of Your Review** content is designed specifically around the campus performance evaluation cycle. While Medicine employees are welcome to attend, please note that certain elements may not align directly with UAB Medicine's evaluation processes.